## High Sick Leave Consumption Firefighters Louisville Fire Department

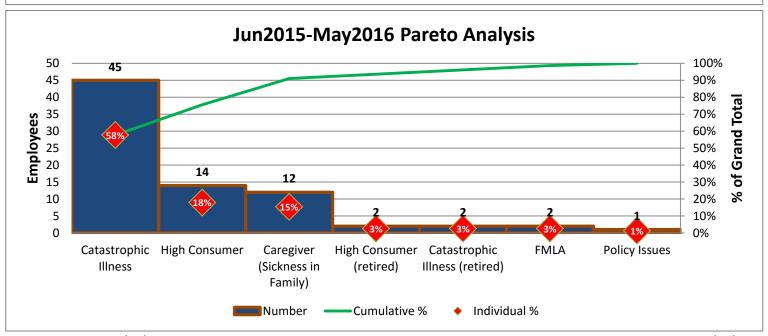


KPI Owner: Lt. Col. Adkisson Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary				
Baseline: CY 14: 58 employees on avg.	Data Source: Payable	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions				
Goal: Compared to CY15's average of 77	Time Peoplesoft	Measurement Method: # of employees who used 96 or more hours of sick				
employees, starting CY16, reduce the number of	Goal Source: Scope	leave in a 12 month period; rate calculated by dividing by total employees				
firefighters with high sick leave consumption to	Summary	Market Barrers Brown to a selection of the state of the s				
70 employees by end of CY16. This number		Why Measure: Promote a culture in which sick time is used appropriately				
represents 16.9% of the 56 hour employees.	Benchmark Source:	Next Improvement Step: LFD has implemented a new sick leave policy. I				
Benchmark: 6.74% LMG Top Quartile 04/09/16	Enterprise KPI Report	will validate that the new policy is effective.				

l	How Are We Doing?							
	Jun2015-May2016	Jun2015-May2016		May2016 Goal	May2016 Actual			
ŀ	12 Month Goal	12 Month Actual						
	54	79		70	78			
	Employees	Employees		Employees	Employees			

## **High Sick Leave Consumption Firefighters** Good 100 90 80 70 **Employees** 60 40 30 20 10 12% 15% 15% 19% 21% 22% 21% 22% 18% 17% 13% 13% 14% 15% 15% 16% 18% 18% 17% 19% 20% 21% 18% 20% Aug2012 Apr2014 Jun2015 Dec2015 Jun2012 Oct2012 Dec2012 Oct2014 Feb2013 Apr2013 Oct2013 Feb2016 Dec2013 Median Goal Benchmark



Report Generated: 06/24/2016 Data Expires: 06/28/2016